

26 June 1980

Dear Carl,

I apologize that I did not get the information you requested on PAR's to you sooner, but hope the following comments are still of some help.

I queried all of the sub-groups and in almost every response the major difference cited between the fitness report and PAR was the increased time it takes to process the PAR. This may be caused by the fact personnel assistants are not yet fully familiar with the PAR, however, it may stem from the fact the PAR format is somewhat more complicated. Also there were comments regarding the increased cost factor in reproducing the PAR for ranking panels because of the greater number of pages. All of the responses were favorable to the pre-printed form.

The majority of the sub-group responses indicated that employees needed more time to complete the PAR (and AWP in those areas where letters of instruction were not updated every year). This was viewed as a short term problem that would not be a factor once supervisors and reviewing officers became more accustomed to the new form.

As was expected, there were some dissenting views regarding the PAR. These comments ranged from complaints about the carbon paper to one response that said that PAR was "cumbersome, untidy and poorly organized." One individual commented that the signature spaces were not easily located by either supervisor or employees. However, the general tenor of the comments was favorable to the PAR.



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